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ARI Research Note 90-97



Pretesting and Revising the Survey of Advanced Individual Training Graduates

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Personnel Decisions Research Institute

for

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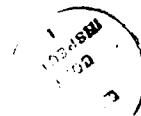
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19. ABSTRACT (Continue on reverse if necessary and identify by block number) --> The Army Family Research Program (AFRP) is a 5-year integrated research program that supports the Chief of Staff of the Army (CSA) <u>White Paper 1983: The Army Family and The Army Family Action Plans</u> (1984-1990) by developing databases, models, program evaluation technologies, and policy options that assist the Army to retain quality soldiers, improve soldier and unit readiness, and increase family adaptation to Army life. This research pretests and revises a survey questionnaire on family-related factors for administration to advanced individual training (AIT) graduates. The survey was administered to 205 soldiers (41 at Fort Dix, 44 at Fort Jackson, and 120 at Fort McClellan) in five military occupational specialties (MOS): 54B, 64C, 76Y, 94B, and 95B. After administration of the surveys, feedback sessions were held to discuss clarity of items, administration instruction, and item content. Data were analyzed to evaluate completion time, appropriateness of item content, clarity, and error rates. The findings were used to revise the survey and the administration instructions. <i>Key words: Army training surveys; Test construction; Survey design.</i>			
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PRETESTING AND REVISING THE SURVEY OF ADVANCED INDIVIDUAL TRAINING GRADUATES

CONTENTS

	Page
INTRODUCTION AND PURPOSE	1
PRETEST PROCEDURES	2
Sample.	2
Administrative Procedure.	3
Feedback Procedures	3
ANALYSIS AND RESULTS	4
Length of Time to Complete Survey	4
Impact of Voluntary Participation	5
Appropriateness of Item Content	5
Clarity/Understanding of Survey	6
Error Rates	7
DESCRIPTION OF FINAL REVISIONS	10
Revisions Made in Survey.	10
Revisions Made in Administration Instructions	11
APPENDIX A. PRETEST VERSIONS OF SURVEY OF ADVANCED INDIVIDUAL TRAINING GRADUATES	A-1
B. 6 JULY 1987 VERSION OF ADMINISTRATION INSTRUCTIONS.	B-1
C. 11 JULY 1987 VERSION OF ADMINISTRATION INSTRUCTIONS.	C-1
D. THE ARMY FAMILY RESEARCH PROGRAM SURVEY OF AIT GRADUATES	D-1
E. FINAL VERSION OF ADMINISTRATION INSTRUCTIONS.	E-1

LIST OF TABLES

Table 1. Length of time to complete survey.	4
2. Error rates for all pretest samples.	8

PRETESTING AND REVISING OF THE SURVEY OF ADVANCED
INDIVIDUAL TRAINING GRADUATES

INTRODUCTION AND PURPOSE

This report documents the pretesting and revising of the questionnaire entitled "The Army Family Research Program Survey of AIT Graduates." The work reported here was carried out under subcontract to Research Triangle Institute for their Prime Contract No. MDA903-87-C-0540, "Family Factors in Retention, Readiness and Sense of Community." Part of the "Family Factors" research project involves administering the Survey of AIT Graduates to approximately 10,000 Regular Army soldiers just prior to their graduation from AIT or OSUT. This administration is expected to take place at fourteen locations throughout the country between August and December of 1987. Regular Army soldiers in twenty-one different Military Occupational Specialties (MOS) will be asked to complete the survey as their final task in a three-hour data collection session for an unrelated research project.

It is always a good policy to pretest an instrument before full-scale administration, on a sample of (or similar to) the target population. This was especially true here, since this survey contains several "branching" questions where, depending on the respondent's answer, he/she is directed to skip a particular set of questions in the survey. This type of item often causes some confusion for respondents and, consequently, may create problems in the editing of the data preparatory to analysis and/or in the interpretation of the resultant analyses.

The primary purpose, then, of the survey pretest was to ensure that the questionnaire is as clearly written and formatted as possible, particularly with regard to the branching items. Additionally, we wanted feedback on the clarity of survey instructions in general, item content (i.e., are there any offensive or completely inappropriate items?), the length of time it takes to complete the survey, and the effectiveness of the proposed administration procedure, including the effect of the Privacy Act statement concerning voluntary participation on the front cover of the survey. A list summarizing the topics to be investigated is presented below.

1. Clarity/understandability of all items with particular attention paid to branching items.
2. Clarity/understandability of general survey instructions and administration directions/procedure.
3. Appropriateness of item content.
4. Length of time to complete survey.
5. Impact of voluntary participation.

The remainder of this report outlines the procedures used for the pretest, the analyses of pretest data, the results of these analyses in each of the five areas listed above, and the subsequent revisions made to the questionnaire.

PRETEST PROCEDURES

The Survey of AIT Graduates was pretested at three locations in July 1987: Fort Dix, New Jersey; Fort Jackson, South Carolina, and Fort McClellan, Alabama. Sites were selected on the basis of: a) having a data collection session already scheduled for mid-July, and b) having the desired MOS available for testing. (See below for an explanation of desired MOS.)

Sample

In order to accurately assess the clarity/understandability of the survey, we wanted to sample a relatively low verbal ability group of soldiers as well as a relatively high verbal ability group. Of the twenty-one MOS available to us for collecting survey data, the 94B (Cooks), 64C (Truck Drivers), and 76Y (Unit Supply Specialists) obtain among the lowest mean scores on the verbal component of the ASVAB and were selected to represent the low verbal ability group. The 95B (Military Police) and 54B (NBC Specialists) obtain among the highest scores on the verbal portion of the ASVAB and were selected to represent the high verbal ability portion of our sample.

A total of 205 soldiers completed the survey; 41 at Fort Dix, 44 at Fort Jackson, and 120 at Fort McClellan. The breakdown by MOS and site is shown below.

MOS	<u>Ft. Dix</u>		<u>Ft. Jackson</u>	<u>Ft. McClellan</u>	<u>Totals</u>
	<u>(6 July)</u>	<u>(11 July)</u>	<u>(11 July)</u>	<u>(11 July)</u>	
94B	23	16	33	0	72
64C	2	0	0	0	2
76Y	0	0	11	0	11
Total, Low Verbal Group					85
95B	0		0	104	104
54B	0		0	16	16
Total, High Verbal Group					120

Thus, we had a total N for the Low Verbal group of 85, and 120 for the High Verbal group.

Administration Procedure

The survey was administered under conditions virtually identical to those that will be present during full-scale administration. Soldiers were asked to complete the survey as the final task in a three-hour data collection session for a separate research project. A copy of the survey, as it was pretested, appears as Appendix A.

Test administrators read a script to the soldiers that contained: 1) a short description of the purpose of the survey, 2) directions for marking answers, and 3) an instruction to read the Privacy Act statement on the front cover of the survey before beginning. There were two iterations of this script of instructions. The first version was used on 6 July at Fort Dix and appears as Appendix B. At this session, we found that an unacceptably large number of soldiers did not follow the directions on the branching items accurately. (Numbers of soldiers making various types of errors are presented in the next section of this report.)

A revised version of the instructions script was used for all of the 11 July pretest sessions. A copy of this version may be found in Appendix C. The only revision made to the script at this point was a caveat to the soldiers concerning the branching items in the survey: to watch for them, to carefully read the directions about where to go next, and to ask questions if they had any.

Soldiers were then allowed to complete the survey at their own pace. Any questions asked during the session were answered and then recorded by the Test Administrators, and the length of time each soldier took to finish the survey was also recorded.

Feedback Sessions

After everyone had finished the survey, soldiers' comments were solicited in two general areas:

- 1) Clarity of both the instructions and the items themselves, particularly the branching items, and
- 2) Item content (i.e., were there any items they found very offensive, inappropriate, or poorly worded).

Again, Test Administrators recorded this information.

ANALYSES AND RESULTS

Each of the 205 completed surveys was gone through from cover to cover, checking each item to see if there were any invalid responses (e.g., multiple responses) or cases where branching item directions had not been followed correctly (e.g., a section that was supposed to be filled out was left blank or vice versa). Errors were categorized and counts were made by type of error. All notes made by Test Administrators were gone over carefully and summarized, and phone discussions were held with the Test Site Manager at each site.

The length of time it took each soldier to complete the questionnaire was recorded and the means and standard deviations were computed separately for the Low and High Verbal groups and for the total sample.

Length of Time to Complete Survey

Table 1 contains a summary of the length of time it took for the Pretest Sample to complete the survey. The fastest finisher took seven minutes to complete the survey, while the slowest took 38 minutes. As might be expected, the High Verbal sample had a slightly faster mean finishing time (18.7 minutes) than did the Low Verbal sample (21.0 minutes). Only eight soldiers (4% of the total sample) took more than 30 minutes to finish the survey.

Table 1
Length of Time to Complete Survey¹

	Low Verbal Sample (N = 85)	High Verbal Sample (N = 120)	Total Sample (N = 205)
Minimum	7	9	7
Maximum	38	35	38
Mean	21.0	18.7	19.7
SD	6.6	5.1	5.8

¹All entries in minutes.

Impact of Voluntary Participation

All sites recorded the effect the Privacy Act statement had on soldiers' participation (see front cover of the survey in Appendix A). There was some concern that, since this statement indicates that participation is voluntary, there may be a number of soldiers who refuse to take the survey.

Of the 205 soldiers who attended the data collection sessions where the pretest was administered, there were no soldiers who refused to participate. There were, in fact, no soldiers who "threatened" to refuse. (Our policy when a soldier first suggests he/she doesn't want to participate in a voluntary data collection is to point out the importance of the project and the extent to which soldier participation is needed and appreciated. If that fails to inspire participation, the soldier is allowed to sit quietly while the others continue with the task.) Test administrators at one site felt that some soldiers did not carefully read the entire Privacy Act statement before beginning their surveys.

Appropriateness of Item Content

As part of the feedback session conducted after completion of the survey, soldiers were asked if there were any items they found particularly obnoxious or inappropriate. The only noteworthy comment made along these lines was that a few of the items were somewhat difficult to answer given the soldiers' rather short tenure in the Army so far. We unfortunately did not get specific item numbers here but our assumption is that soldiers are referring to questions in Section II: Satisfaction With the Army, and Section V: Comparison of Military and Civilian Life.

This feedback is probably not of great concern, since the intention is to readminister the survey to soldiers at later points in their tour of duty. At that time, these questions will be extremely appropriate so there is little question of the importance of retaining them.

Clarity/Understanding of Survey

The verbal feedback concerning the clarity of the survey, both in terms of general directions and specific items, indicated that there were no problems. We did find, however, that a number of errors were made.

Since most of these errors are related to the branching items, a summary of the directions for these items is presented below, to facilitate our discussion.

Summary of Branching Item Directions

24. If married, skip to 33.
If single, continue with 25.
27. If "engaged or significantly involved," continue with 28.
If not "engaged or significantly involved," skip to 33.

[28.-32. Questions about the "special person."]

33. If single and no children, do not complete remainder of survey.
If married and no children, skip to 36.
If have children, continue with 34.

[34.-35. Questions about children]

[36.-39. Questions about "family."]

If not married, do not complete remainder of survey.
If married, complete remainder of survey.

[40.-48. Questions about spouse.]

All of the errors made on the questionnaire could be categorized into one of the following three types:

Type A. Not answering (i.e., leaving blank) the branching item itself. This occurred for two items:

- (1) #24
- (2) #33

Type B. Going to the wrong section of the questionnaire from a branching item. There were three subtypes here:

- (1) Answering "Married" for #24, then answering some or all of #25-32.
- (2) Answering "No" to #27, then answering some or all of #28-32.
- (3) Answering "single with no children" to #33, then answering some or all of #36-39.

Type C. Inconsistent or contradictory responding. There were three subtypes of this:

- (1) #24 marked "single with no children," then indicating on #33 some number of children greater than zero.
- (2) Indicating no children on #33, then marking the age of youngest child on #34.
- (3) Selecting the "less than one year old" option for #34 (age of youngest child), then marking the grid for #34 with an age (of youngest child) greater than one year.

Error Rates

Since there were two iterations of pretesting (6 July and 11 July), with a script revision in between, we present the error frequencies separately for the two dates, as well as separating the Low Verbal group from the High Verbal group.

There were 25 soldiers who completed the survey on 6 July. All 25 were part of what we've called the Low Verbal portion of the sample. A total of 180 soldiers were pretested on 11 July; 120 in the High Verbal sample and 60 in the Low Verbal sample. Table 2 presents the frequencies of each type of error made by each subgroup.

Table 2
Error Rates for All Pretest Samples

	6 July Low Verbal N = 25	11 July Low Verbal N = 60	11 July High Verbal N = 120	11 July Total Group N = 180
Type A Errors (Blank Items)				
Frequency	3	6	1	7
Percent	.12	.10	.01	.04
Type B Errors (Branching Errors)				
Frequency	9	10	3	13
Percent	.36	.17	.03	.07
Type C Errors (Inconsistent Responding)				
Frequency	2	4	1	5
Percent	.08	.07	.01	.03
Number (and Percent) of Surveys With At Least One Type of Error	11 (.44)	16 (.27)	4 (.03)	20 (.11)

As can be seen in Table 2, the highest error rate for any given group was for Type B errors, those where respondents did not branch as directed. Thirty-six percent of the (admittedly small) sample pretested on 6 July made at least one branching error. This finding is not as grim as it may seem, however, since this type of error is quite simple to edit without damage to the interpretability of the data. By making the reasonable assumption that a respondent correctly answered the branching item itself (e.g., are you married or single), one can (and should) program an editing routine to consider as valid data only the items appropriate for that response. Thus, for example, if a respondent indicates he/she is single, the items regarding one's spouse would automatically be set to blank. Adopting this editing procedure makes it particularly critical that the branching item itself is not left blank, and in the 6 July pretest sample, 12% left one or the other of the two main branching items blank (Type A error).

In an attempt to reduce the number of branching errors made and, even more importantly, to reduce the number of branching items left blank, we revised the script of survey instructions after the 6 July pretest. There was not time to reprint the questionnaire itself prior to the 11 July pretest. The revised script (in Appendix C) called soldiers' attention to the fact that there were branching items in the survey, explained what they were, and asked them to first answer the branching item itself and then carefully read the branching directions.

The script revision alone appeared to reduce the percentage of surveys with branching errors (from 36% down to 17% in the Low Verbal group). The decrease in percentage of surveys with branching items left blank was not as impressive (from 12% down to 10%). These two items on the questionnaire have been revised, to make it clearer that they must be answered, and the administration procedure now includes a physical check of these two items before collecting completed surveys. (See the next section of this report for more detail on revisions.)

Type C errors, inconsistent or contradictory responses, occurred in eight percent of the surveys completed by the Low Verbal group. While this is not an exorbitantly high frequency, it was decided to revise the items on the questionnaire where these errors occurred.

Error rates for the High Verbal group were very low. Only three percent of the surveys completed by this group had errors of any type.

We turn now to a description of the final revisions made, based on these pretest results.

DESCRIPTION OF FINAL REVISIONS

A copy of the Revised Survey of AIT Graduates appears as Appendix D, and a copy of the final revision of the Administration Instructions (with script) appears as Appendix E.

Revisions Made in Survey

Leaving the branching item itself blank probably occurs because it is simply not quite obvious enough that one is supposed to make a response first, then go to wherever the directions for that response indicate.

To address this problem, all three of the branching items (#24, #27, #33) were revised. Instead of just using a phrase like "skip to question 33" or "continue with question 25," the revised items use phrases like "If you marked one of these two answers, skip to question 33."

Aside from just not reading carefully enough, there appear to be reasonable explanations for the two specific branching errors that occur. The first concerns item #27. This branching item asks if the soldier is "engaged or significantly involved" with someone, while #28-32 ask questions about this "special person." There were cases where a) married soldiers or b) soldiers who answered "No" to #27 erroneously filled out #28-32, suggesting that perhaps a) they considered a spouse to be a "special person" or b) they felt they had a "special person" in their lives, but did not consider that equivalent to being "engaged or significantly involved" with someone.

The second type of branching error occurs when single soldiers with no children apparently interpret the word "family" in #36-39 to mean mother/father and/or brother/sister, rather than just spouse/children (even though there is a specific caveat concerning this, just prior to #36).

Three revisions were made that we feel will decrease the frequency of these branching errors. The first was to make the description of Significant Other in #27 identical to that in #28-32, the items one is supposed to branch to if and only if one has a Significant Other. The second was to change the word "family" in items 36-38 to "spouse and/or children," so that it would be nearly impossible to respond in terms of one's mother/father and/or brother/sister. The third revision was to simply embolden, enlarge, and box in some of the branching directions.

All of the contradictory responding was related to the items regarding number/age of children. Although the phrase "for whom you have legal custody" appeared in the branching items themselves, it did not appear in the items one is supposed to skip if one does not have legal custody of at least one child. Thus, if one failed to follow the direction (in the branching item) to skip that set of questions, one could truthfully report that he/she had two children. The phrase "in your legal custody" was added to all questions concerning children.

Item #34 was revised to make it clearer that one should either mark "youngest child is less than one year old" or grid in the age of youngest child, and not both.

Revisions Made in Administration Instructions

There were two revisions made in the Administration Instructions after the 11 July pretest. One was to define the phrase "legal custody" and the other was to have Test Administrators check to be sure #24 and #33 are both answered before collecting the surveys.

With the revisions described here, both in the survey itself and in the instructions for its administration (and with appropriate editing procedures), we feel confident that full-scale administration will yield meaningful results.

Appendix A

Pretest Versions of Survey of Advanced Individual Training Graduates



NAME (last name first)

THE ARMY FAMILY RESEARCH PROGRAM SURVEY OF AIT GRADUATES

The purpose of this survey is to provide you with the opportunity to tell us what you think of the Army so far, and what expectations you have for your life in the Military. The survey focuses on family matters and how Army programs and services may affect you and your family. One or more follow-up surveys may be administered to you in the future in order to find out what changes have occurred to you and your family.

PROTECTION OF PRIVACY

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect information requested in this survey under the authority of 10 United States Code 137. The Army Research Institute, under the guidance of the Office of the Deputy Chief of Staff for Personnel, has primary responsibilities in this research and analysis.

Providing information in this questionnaire is voluntary. There are no penalties for declining to participate in whole or in part. Your answers to this survey will be used for research and analysis purposes only.

THANK YOU FOR YOUR COOPERATION

MARKING DIRECTIONS

- Use only a No. 2 black lead pencil.
- Do NOT use ballpoint or felt-tip pen.
- Read each question carefully. Make a **HEAVY BLACK MARK** in the oval that corresponds to your answer. Be sure to **FILL THE OVAL**.
- Please do not make any other marks on the page.
- Erase cleanly any answer you wish to change.

CORRECT MARK



INCORRECT MARKS



Please print your **SOCIAL SECURITY NUMBER** in the boxes below, then blacken the matching oval under each number.

SOCIAL SECURITY NO.								
0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9

I. Reasons for Enlistment (Your Enlistment)

1. How important was each of the following to your decision to enlist? Indicate how important each reason was for you by blackening one of the four possible answers: *Very Important, Important, Not Very Important, Not at all Important.*

	Very Important	Important	Not Very Important	Not at all Important
a. To get trained in a skill ...	☐	☐	☐	☐
b. Money for a college/ vocational technical education	☐	☐	☐	☐
c. Serve my country	☐	☐	☐	☐
d. Physical training and challenge	☐	☐	☐	☐
e. Chance to be away from home on my own	☐	☐	☐	☐
f. Earn more money than as a civilian	☐	☐	☐	☐
g. Travel and live in different places	☐	☐	☐	☐
h. Family tradition to serve ..	☐	☐	☐	☐
i. I was unemployed	☐	☐	☐	☐
j. Become a more mature and responsible individual ..	☐	☐	☐	☐
k. Get leadership training ...	☐	☐	☐	☐
l. Retirement benefits	☐	☐	☐	☐
m. Fringe benefits (medical, dental, housing, PX)	☐	☐	☐	☐
n. Guaranteed monthly salary in the military	☐	☐	☐	☐
o. Family benefits	☐	☐	☐	☐
p. Opportunity to work with high-tech equipment	☐	☐	☐	☐

II. Satisfaction with the Army

2. How satisfied are you with each of the following? Indicate how satisfied you are with each item by blackening one of the four possible answers: *Very Satisfied, Fairly Satisfied, Fairly Dissatisfied, Very Dissatisfied.*

	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied
a. Current pay	☐	☐	☐	☐
b. Skills you have learned in training	☐	☐	☐	☐
c. Current training classmates	☐	☐	☐	☐
d. Training installation	☐	☐	☐	☐
e. Number of working hours per week	☐	☐	☐	☐
f. Job you are being trained for	☐	☐	☐	☐

3. Taking all things together, how satisfied are you with the military as a way of life? (Mark only one.)

☐ Very satisfied
☐ Fairly satisfied
☐ Fairly dissatisfied
☐ Very dissatisfied

4. Would you recommend joining the Army to a friend or relative who has just completed high school? (Mark only one.)

☐ Definitely yes
☐ Probably yes
☐ Probably no
☐ Definitely no

III. Training Experience

5. During your training, how satisfied were you with each of these? Indicate how satisfied you were with each item by blackening one of the four possible answers: *Very Satisfied, Fairly Satisfied, Fairly Dissatisfied, Very Dissatisfied.*

	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied
a. Mechanical condition of training equipment/weapons	☐	☐	☐	☐
b. Newness of training equipment/weapons	☐	☐	☐	☐
c. Training facilities or grounds	☐	☐	☐	☐
d. Instruction manuals and aids	☐	☐	☐	☐
e. Time to learn and practice skills	☐	☐	☐	☐
f. Morale among classmates ..	☐	☐	☐	☐

6. During your training, approximately how many hours per week did you spend on homework and studying (not including hours spent in class)?

Print the number in the boxes →

Then, mark the matching oval below each box →

Hours	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

7. In your opinion, how necessary were all the hours you spent in training for becoming skilled in your MOS? (Mark only one.)

☐ Very necessary
☐ Fairly necessary
☐ Slightly necessary
☐ Not necessary at all

8. How often did the training staff do the following during your training? Blacken one of the five possible answers: *Very Often or Always, Often, Sometimes, Seldom, Very Seldom or Never.*

	Very Often or Always	Often	Sometimes	Seldom	Very Seldom or Never
a. Set a good example for you to follow	☐	☐	☐	☐	☐
b. Give you praise and recognition for the things you did	☐	☐	☐	☐	☐
c. Give you personal guidance and support	☐	☐	☐	☐	☐
d. Take the time to show people the correct procedure so they could work effectively on their own ..	☐	☐	☐	☐	☐
e. Follow-up to make sure assignments were completed	☐	☐	☐	☐	☐
f. Teach you to "trouble-shoot" so that you could solve problems on your own	☐	☐	☐	☐	☐
g. Show a real interest in your personal welfare	☐	☐	☐	☐	☐
h. Administer discipline fairly	☐	☐	☐	☐	☐
i. Point out the importance of the tasks you were learning to the Army	☐	☐	☐	☐	☐

9. Compared to what I expected life in the Army to be, Army life is actually (Mark only one.)

☐ Much better
☐ Better
☐ About the same
☐ Worse
☐ Much worse

10. For me, at this time, the Army is the best of all places to work. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

11. I find that my values and the Army's values are very similar. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

IV. Army Performance Goals

12. How important is each of the following to you personally? Indicate how important each goal is for you by blackening one of the four possible answers: *Very Important, Important, Not Very Important, Not at all Important.*

	Very Important	Important	Not Very Important	Not at all Important
a. Exhibiting excellent military bearing and appearance	☐	☐	☐	☐
b. Being an excellent all-around soldier	☐	☐	☐	☐
c. Being an outstanding leader	☐	☐	☐	☐
d. Maintaining high moral standards both on-duty and off-duty	☐	☐	☐	☐
e. Building and maintaining physical fitness and stamina	☐	☐	☐	☐
f. Being honest, open, and truthful	☐	☐	☐	☐
g. Dedicating yourself to learning your MOS job and doing it well	☐	☐	☐	☐
h. Committing yourself to working as an effective member of a team	☐	☐	☐	☐
i. Being disciplined and courageous in battle	☐	☐	☐	☐
j. Being committed to the Army's way of life	☐	☐	☐	☐

V. Comparison of Military and Civilian Life

13. Below is a list of items for comparing Army life and civilian life. For each item, please tell us whether you think that it would be better in Army life, in civilian life, or about the same in either one. (Mark one answer for each item.)

	Army Much Better	Army Somewhat Better	Both About the Same	Civilian Somewhat Better	Civilian Much Better
a. Chance for adventure	☐	☐	☐	☐	☐
b. Promotion opportunities	☐	☐	☐	☐	☐
c. Good supervisors	☐	☐	☐	☐	☐
d. Opportunity for a stable home life	☐	☐	☐	☐	☐
e. Personal freedom	☐	☐	☐	☐	☐
f. Development of community ties	☐	☐	☐	☐	☐
g. Recreation opportunities	☐	☐	☐	☐	☐
h. Credit for doing a good job	☐	☐	☐	☐	☐
i. Chance to do something for your country	☐	☐	☐	☐	☐
j. Opportunity to learn valuable trade or skill	☐	☐	☐	☐	☐
k. Job security (in other words, a steady job)	☐	☐	☐	☐	☐
l. Good income	☐	☐	☐	☐	☐
m. Overall support services for family life	☐	☐	☐	☐	☐
n. Enjoying your work ..	☐	☐	☐	☐	☐
o. Adequate retirement benefits	☐	☐	☐	☐	☐
p. Good environment for rearing children	☐	☐	☐	☐	☐
q. Opportunities for making friends	☐	☐	☐	☐	☐
r. Separations from family and friends ...	☐	☐	☐	☐	☐

VI. Future Plans in the Military

14. Which of the following best describes your career intentions at the present time? (Mark only one.)
- ☐ I will stay in the Army until retirement.
 - ☐ I will reenlist upon completion of my present obligation but am undecided about staying until retirement.
 - ☐ I am undecided about whether or not I will reenlist.
 - ☐ I will probably leave the Army upon completion of my present obligation.
 - ☐ I will definitely leave the Army upon completion of my present obligation.
 - ☐ I probably will not complete this tour.

15. How important is each of the following to you personally? Indicate how important each item is for you by blackening one of the four possible answers: *Very Important, Important, Not Very Important, Not at all Important.*

	Very Important	Important	Not Very Important	Not at all Important
a. Being successful in my line of work	☐	☐	☐	☐
b. Finding the right person to marry	☐	☐	☐	☐
c. Having lots of money ...	☐	☐	☐	☐
d. Having strong friendships	☐	☐	☐	☐
e. Being a leader in my community	☐	☐	☐	☐
f. Living close to parents and relatives	☐	☐	☐	☐
g. Having children	☐	☐	☐	☐
h. Having leisure time to enjoy my own interests ..	☐	☐	☐	☐
i. Having time to spend with my family	☐	☐	☐	☐

VII. Readiness

16. In the past year, how often were you ill? (Mark only one.)
- ☐ Very often
 - ☐ Often
 - ☐ Sometimes
 - ☐ Seldom
 - ☐ Very seldom or never

17. In the past year, how often did you feel physically fit? (Mark only one.)
- ☐ Very often or always
 - ☐ Often
 - ☐ Sometimes
 - ☐ Seldom
 - ☐ Very seldom or never

18. If we were to go to war today, I would be ready to do a good job. (Mark only one.)
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree

19. If we were to go to war today, my classmates would be ready to do a good job. (Mark only one.)
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree

20. How well has your training prepared you to do your MOS tasks during a war in which the enemy uses nuclear weapons, biological or chemical agents, or conventional weapons? (Mark one answer for each item.)

	Very Well	Well	Poorly	Very Poorly
a. Nuclear weapons	☐	☐	☐	☐
b. Biological agents	☐	☐	☐	☐
c. Chemical agents	☐	☐	☐	☐
d. Conventional weapons	☐	☐	☐	☐

VIII. Use of Army Support Services

21. Please indicate how much you agree or disagree with each of the following statements. Blacken one of the four possible answers: *Strongly Agree, Agree, Disagree, Strongly Disagree.*

	Strongly Agree	Agree	Disagree	Strongly Disagree
a. I have not needed any Army services or programs for family or personal problems	☐	☐	☐	☐
b. Army service personnel would be of little help in solving a family or personal problem	☐	☐	☐	☐
c. A soldier should seek outside help from on-post services only as a last resort	☐	☐	☐	☐
d. Family problems should be settled in the home without outside help	☐	☐	☐	☐

22. If you had a major family or personal problem, how likely would you be to consult each of the following? Blacken one of the four possible answers: *Very Likely, Likely, Unlikely, Very Unlikely.*

	Very Likely	Likely	Unlikely	Very Unlikely
a. Friends in your unit	☐	☐	☐	☐
b. Friends from hometown ...	☐	☐	☐	☐
c. Parents or other relatives	☐	☐	☐	☐
d. Chaplain	☐	☐	☐	☐
e. NCO supervisors	☐	☐	☐	☐
f. Officer supervisors	☐	☐	☐	☐
g. Army post social service personnel	☐	☐	☐	☐
h. Off-post social service personnel	☐	☐	☐	☐
i. Army medical personnel ...	☐	☐	☐	☐

IX. Attitudes Toward Family Life

23. How much do you agree or disagree with these statements about family life? Blacken one of the four possible answers: *Strongly Agree, Agree, Disagree, Strongly Disagree.*

	Strongly Agree	Agree	Disagree	Strongly Disagree
a. A person can have just as good a married life in the Army as in civilian life	☐	☐	☐	☐
b. The Army is very responsive to family needs	☐	☐	☐	☐
c. Female enlisted personnel should not stay in the Army after they get married	☐	☐	☐	☐
d. The Army is a good place to raise children	☐	☐	☐	☐
e. Families should accept the demands of Army life	☐	☐	☐	☐
f. When family needs conflict with Army needs, the family comes first	☐	☐	☐	☐
g. A family can gain much by staying with the Army indefinitely	☐	☐	☐	☐
h. A marriage is incomplete without children	☐	☐	☐	☐
i. If a married woman wants to work, she should work even if her husband doesn't particularly want her to work	☐	☐	☐	☐
j. A woman's primary responsibility is to take care of the home and children	☐	☐	☐	☐

24. Which of the following describes your current relationship status? (Mark only one.)

☐ Married (first marriage)	Skip to Question 33 on page 9
☐ Remarried	
☐ Single with no children or without custody of children	Continue with Question 25
☐ Single parent with custody	

25. Have you ever been divorced or widowed?
(Mark only one.)

- ☐ Yes
☐ No

26. When do you think you will get married (or remarried)?
(Mark only one.)

- ☐ In less than one year
☐ 1 year from now
☐ 2 years from now
☐ 3 years from now
☐ 4 years from now
☐ 5 or more years from now
☐ Don't know
☐ I don't plan on getting married (or remarried)

27. Are you now engaged or significantly involved in
a relationship with someone?
(Mark only one.)

- ☐ Yes → Continue with Question 28
☐ No → Skip to Question 33 on page 9

28. How often have you discussed marriage with this
special person? (Mark only one.)

- ☐ Very often
☐ Often
☐ Occasionally
☐ Infrequently
☐ Never

29. How supportive is this special person of your being in the
the Army now? (Mark only one.)

- ☐ Extremely supportive
☐ Very supportive
☐ Fairly supportive
☐ Slightly supportive
☐ Not at all supportive

30. How supportive is this special person of your making
a career of the Army? (Mark only one.)

- ☐ Extremely supportive
☐ Very supportive
☐ Fairly supportive
☐ Slightly supportive
☐ Not at all supportive

31. How many times in the last month have you written or
talked to this special person? (Mark only one.)

- ☐ Daily
☐ Several times per week
☐ Weekly
☐ Several times in last month
☐ Only once in last month
☐ Not at all in last month

32. How often do you feel your relationship with him/her is
going well? (Mark only one.)

- ☐ All of the time
☐ Most of the time
☐ More often than not
☐ Occasionally
☐ Rarely
☐ Never

X. Children

33 How many children do you have (for whom you have legal custody)? (Mark only one.)

- ☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6 or more

Continue with Question 34.

- ☐ None → • If you are single and have no children, do not complete the remainder of this survey. Thank you for your cooperation.
 • If you are married and have no children, skip to Question 36.

34 What is the age of your youngest child?

- ☐ If your youngest child is less than one year old, mark here and continue with Question 35

Print the number in the boxes →

Then, mark the matching oval below each box →

For example, if your child is 6 years old, print "06" in the boxes and blacken the matching ovals.

Age in Years

0	1
2	3
4	5
6	7
8	9
0	1
2	3
4	5
6	7
8	9

35 Did your child(ren) accompany you to your AIT training location? (Mark only one.)

- ☐ Yes
☐ No

XI. Expectations of Military Life for Families

(Single soldiers with children and married soldiers with or without children.)

Please Note: Whenever the word "family" appears in the remaining questions, it is intended to mean your spouse and/or your children, *not* your parents and/or brothers/sisters.

36. My family would be better off if I had taken a civilian job. (Mark only one.)

- ☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

37. My family would have a lot of difficulty adjusting if I had to respond to a short-term emergency such as a mobilization exercise. (Mark only one.)

- ☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

38. My family would have a lot of difficulty adjusting if I had to leave home for a long time such as on a unit deployment. (Mark only one.)

- ☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

39. How satisfied do you think you will be in the Army with the following? Indicate how satisfied you think you will be with each item by blackening one of the four possible answers *Very Satisfied, Fairly Satisfied, Fairly Dissatisfied, Very Dissatisfied.*

	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied
a. Army attitudes toward families and family problems	☐	☐	☐	☐
b. Time available to spend with family	☐	☐	☐	☐
c. Availability of medical care for families	☐	☐	☐	☐
d. Quality of schools for children	☐	☐	☐	☐
e. Attitudes of local residents toward military families	☐	☐	☐	☐
f. Family togetherness and well-being	☐	☐	☐	☐
g. Availability of quality child care facilities	☐	☐	☐	☐
h. Availability of employment opportunity for spouse	☐	☐	☐	☐

(If this does not apply since you are not married, mark here ☐).

IF YOU ARE NOT MARRIED, DO NOT COMPLETE THE REMAINDER OF THIS SURVEY. THANK YOU FOR YOUR COOPERATION.

IF YOU ARE MARRIED, PLEASE COMPLETE THE REMAINDER OF THIS SURVEY.

XII. Spouse (Married Soldiers)

40. How many years have you and your current spouse been married to each other? (If less than one year, mark here ☐)

Print the number in the boxes →

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

Then, mark the matching oval below each box →

41. Please answer the following questions regarding your spouse (Mark one answer for each question)

	Yes	No
a. Is your spouse now on active duty in the military?	☐	☐
b. Is your spouse a civilian employee of the Federal government?	☐	☐
c. Does your spouse have a full-time job for pay? (35 hours per week or more)	☐	☐
d. Does your spouse have a part-time job for pay? (less than 35 hours per week)	☐	☐
e. Does your spouse do volunteer work?	☐	☐
f. Is your spouse looking for a (another) job?	☐	☐
g. Is your spouse attending school full-time?	☐	☐
h. Is your spouse attending school part-time?	☐	☐

42. What is your spouse's age?

Print the number in the boxes →

Age	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

Then, mark the matching oval below each box →

43. What is your spouse's highest level of education?
(Mark only one.)

- ☐ Less than high school (1-8 years)
- ☐ Some high school but did not graduate
- ☐ GED
- ☐ Certificate of high school completion/attendance
- ☐ Graduated from high school
- ☐ Some college but did not graduate
- ☐ 2 year college degree
- ☐ 4 year college degree
- ☐ Graduate degree
- ☐ Other (for example, vocational, technical, business, or secretarial school)

44. Did your spouse accompany you to your AIT training location? (Mark only one.)

- ☐ Yes
- ☐ No

45. How supportive is your spouse of your being in the Army now? (Mark only one.)

- ☐ Extremely supportive
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Slightly supportive
- ☐ Not at all supportive

46. How supportive is your spouse of your making a career of the Army? (Mark only one.)

- ☐ Extremely supportive
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Slightly supportive
- ☐ Not at all supportive

47. How often do you feel your relationship with your spouse is going well? (Mark only one.)

- ☐ All of the time
- ☐ Most of the time
- ☐ More often than not
- ☐ Occasionally
- ☐ Rarely
- ☐ Never

48. To what extent do you consider your family (your spouse and/or children) a strong family? (Mark only one.)

- ☐ Very great extent
- ☐ Great extent
- ☐ Some extent
- ☐ Little extent
- ☐ Very little extent

THANK YOU FOR YOUR COOPERATION
IN COMPLETING THIS SURVEY.

Appendix B

6 July 1987 Version of Administration Instructions

THE ARMY FAMILY RESEARCH PROGRAM
SURVEY OF AIT GRADUATES

Administration Instructions

1. READ TO THE CLASS:

"Our final task today (tonight) is to fill out a short survey questionnaire. This is a survey for the Army Family Research Program, a project that is not associated with the ratings and tests you have just completed. This Program is sponsored by the Army Community and Family Support Center and it is being conducted by the Army Research Institute. The research is designed to address the major issues in the Army Family Action Plan and to assist the Army in designing future policies and programs that will help to strengthen families and will contribute to overall Army retention and readiness."

2. PASS OUT THE QUESTIONNAIRE

3. HAVE TRAINEES PRINT THEIR NAMES IN THE SPACE PROVIDED (LAST NAME FIRST)

4. READ TO THE CLASS:

"Please follow along as I read the first paragraph on the front page of this survey." The purpose of this survey is to provide you with the opportunity to tell us what you think of the Army so far, and what expectations you have for your life in the Military. The survey focuses on family matters and how Army programs and services may affect you and your family. One or more follow-up surveys may be administered to you in the future in order to find out what changes have occurred to you and your family."

5. READ TO THE CLASS:

"Please follow along again as I read the MARKING DIRECTIONS in the box in the lower left corner of the questionnaire."

"Use only a No. 2 black lead pencil. Do NOT use a ballpoint or felt-tip pen. Read each question carefully. Make a HEAVY BLACK MARK in the oval that corresponds to your answer. Be sure to FILL THE OVAL. Please do not make any other marks on the page. Erase cleanly any answer you wish to change. Notice the examples of the correct and incorrect ways to mark your answers."

"Now print your Social Security Number in the boxes provided, and blacken the matching oval under each number."

6. WHEN EVERYONE HAS COMPLETED FILLING OUT THEIR SSN, READ TO THE CLASS:

"Please take a moment to read the PROTECTION OF PRIVACY box in the middle of the front page. Then, turn the page and go right ahead and start working on the questionnaire. This is not a timed test and there are no right or wrong answers. For each question, please just give your honest opinion. The results of this survey are needed to improve the Army's family programs. It will probably take less than 30 minutes for you to complete the questionnaire."

"If you have any questions as you go through the questionnaire, please raise your hand. I will be happy to help you. Please begin."

Appendix C

11 July 1987 Version of Administration Instructions

THE ARMY FAMILY RESEARCH PROGRAM
SURVEY OF AIT GRADUATES

Administration Instructions

1. READ TO THE CLASS:

"Our final task today (tonight) is to fill out a short survey questionnaire. This is a survey for the Army Family Research Program, a project that is not associated with the ratings and tests you have just completed. This Program is sponsored by the Army Community and Family Support Center and it is being conducted by the Army Research Institute. The research is designed to address the major issues in the Army Family Action Plan and to assist the Army in designing future policies and programs that will help to strengthen families and will contribute to overall Army retention and readiness."

2. PASS OUT THE QUESTIONNAIRE

3. HAVE TRAINEES PRINT THEIR NAMES IN THE SPACE PROVIDED (LAST NAME FIRST)

4. READ TO THE CLASS:

"Please follow along as I read the first paragraph on the front page of this survey."

"The purpose of this survey is to provide you with the opportunity to tell us what you think of the Army so far, and what expectations you have for your life in the Military. The survey focuses on family matters and how Army programs and services may affect you and your family. One or more follow-up surveys may be administered to you in the future in order to find out what changes have occurred to you and your family."

5. READ TO THE CLASS:

"Please follow along again as I read the MARKING DIRECTIONS in the box in the lower left corner of the questionnaire."

"Use only a No. 2 black lead pencil. Do NOT use a ballpoint or felt-tip pen. Read each question carefully. Make a HEAVY BLACK MARK in the oval that corresponds to your answer. Be sure to FILL THE OVAL. Please do not make any other marks on the page. Erase cleanly any answer you wish to change. Notice the examples of the correct and incorrect ways to mark your answers."

"Now print your Social Security Number in the boxes provided, and blacken the matching oval under each number."

6. WHEN EVERYONE HAS COMPLETED FILLING OUT THEIR SSN, READ TO THE CLASS:

"Please take a moment to read the PROTECTION OF PRIVACY box in the middle of the front page. Then, turn the page and go right ahead and start working on the questionnaire. This is not a timed test and there are no right or wrong answers. For each question, please just give your honest opinion. The results of this survey are needed to improve the Army's family programs. It will probably take less than 30 minutes for you to complete the questionnaire."

"One important instruction: There are several questions in this survey where, depending on what your answer is, you may be told to skip a section of the survey. For example, on one question, if you answer that you have no children in your legal custody, you will be told to skip the section of questions about children."

"When you get to one of these questions, first ANSWER THE QUESTION. Then CAREFULLY READ THE DIRECTIONS about where to go next. If you have any questions, please raise your hand and I'll be happy to help you. You may begin."

APPENDIX D

THE ARMY FAMILY RESEARCH PROGRAM SURVEY OF AIT GRADUATES



NAME (last name first)

THE ARMY FAMILY RESEARCH PROGRAM SURVEY OF AIT GRADUATES

The purpose of this survey is to provide you with the opportunity to tell us what you think of the Army so far, and what expectations you have for your life in the Military. The survey focuses on family matters and how Army programs and services may affect you and your family. One or more follow-up surveys may be administered to you in the future in order to find out what changes have occurred to you and your family.

PROTECTION OF PRIVACY

Public Law 93-573, called the Privacy Act of 1974, requires that you be informed of the purpose and uses to be made of the information that is collected.

The Department of the Army may collect information requested in this survey under the authority of 10 United States Code 137. The Army Research Institute, under the guidance of the Office of the Deputy Chief of Staff for Personnel, has primary responsibilities in this research and analysis.

Providing information in this questionnaire is voluntary. There are no penalties for declining to participate in whole or in part. Your answers to this survey will be used for research and analysis purposes only.

THANK YOU FOR YOUR COOPERATION

MARKING DIRECTIONS

- Use only a No. 2 black lead pencil.
- Do NOT use ballpoint or felt-tip pen.
- Read each question carefully. Make a **HEAVY BLACK MARK** in the oval that corresponds to your answer. Be sure to **FILL THE OVAL**.
- Please do not make any other marks on the page.
- Erase cleanly any answer you wish to change.

CORRECT MARK



INCORRECT MARKS



Please print your **SOCIAL SECURITY NUMBER** in the boxes below, then blacken the matching oval under each number.

SOCIAL SECURITY NO.								
0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9



I. Reasons for Enlistment (Your Enlistment)

1. How important was each of the following to your decision to enlist? Indicate how important each reason was for you by blackening one of the four possible answers: *Very Important, Important, Not Very Important, Not at all Important.*

	Very Important	Important	Not Very Important	Not at all Important
a. To get trained in a skill ...	☐	☐	☐	☐
b. Money for a college/ vocational technical education	☐	☐	☐	☐
c. Serve my country	☐	☐	☐	☐
d. Physical training and challenge	☐	☐	☐	☐
e. Chance to be away from home on my own	☐	☐	☐	☐
f. Earn more money than as a civilian	☐	☐	☐	☐
g. Travel and live in different places	☐	☐	☐	☐
h. Family tradition to serve ..	☐	☐	☐	☐
i. I was unemployed	☐	☐	☐	☐
j. Become a more mature and responsible individual..	☐	☐	☐	☐
k. Get leadership training ...	☐	☐	☐	☐
l. Retirement benefits	☐	☐	☐	☐
m. Fringe benefits (medical, dental, housing, PX)	☐	☐	☐	☐
n. Guaranteed monthly salary in the military	☐	☐	☐	☐
o. Family benefits	☐	☐	☐	☐
p. Opportunity to work with high tech equipment	☐	☐	☐	☐

II. Satisfaction with the Army

2. How satisfied are you with each of the following? Indicate how satisfied you are with each item by blackening one of the four possible answers: *Very Satisfied, Fairly Satisfied, Fairly Dissatisfied, Very Dissatisfied.*

	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied
a. Current pay	☐	☐	☐	☐
b. Skills you have learned in training	☐	☐	☐	☐
c. Current training classmates	☐	☐	☐	☐
d. Training installation	☐	☐	☐	☐
e. Number of working hours per week	☐	☐	☐	☐
f. Job you are being trained for	☐	☐	☐	☐

3. Taking all things together, how satisfied are you with the military as a way of life? (Mark only one)

☐ Very satisfied
☐ Fairly satisfied
☐ Fairly dissatisfied
☐ Very dissatisfied

4. Would you recommend joining the Army to a friend or relative who has just completed high school? (Mark only one.)

☐ Definitely yes
☐ Probably yes
☐ Probably no
☐ Definitely no

III. Training Experience

5. During your training, how satisfied were you with each of these? Indicate how satisfied you were with each item by blackening one of the four possible answers: *Very Satisfied, Fairly Satisfied, Fairly Dissatisfied, Very Dissatisfied.*

	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied
a. Mechanical condition of training equipment/weapons.....	☐	☐	☐	☐
b. Newness of training equipment/weapons	☐	☐	☐	☐
c. Training facilities or grounds	☐	☐	☐	☐
d. Instruction manuals and aids	☐	☐	☐	☐
e. Time to learn and practice skills	☐	☐	☐	☐
f. Morale among classmates ..	☐	☐	☐	☐

6. During your training, approximately how many hours per week did you spend on homework and studying (not including hours spent in class)?

Print the number in the boxes →

Hours	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

Then, mark the matching oval below each box →

7. In your opinion, how necessary were all the hours you spent in training for becoming skilled in your MOS? (Mark only one.)
- ☐ Very necessary
 - ☐ Fairly necessary
 - ☐ Slightly necessary
 - ☐ Not necessary at all

8. How often did the training staff do the following during your training? Blacken one of the five possible answers: *Very Often or Always, Often, Sometimes, Seldom, Very Seldom or Never.*

	Very Often or Always	Often	Sometimes	Seldom	Very Seldom or Never
a. Set a good example for you to follow	☐	☐	☐	☐	☐
b. Give you praise and recognition for the things you did	☐	☐	☐	☐	☐
c. Give you personal guidance and support	☐	☐	☐	☐	☐
d. Take the time to show people the correct procedure so they could work effectively on their own ..	☐	☐	☐	☐	☐
e. Follow-up to make sure assignments were completed	☐	☐	☐	☐	☐
f. Teach you to "trouble-shoot" so that you could solve problems on your own	☐	☐	☐	☐	☐
g. Show a real interest in your personal welfare	☐	☐	☐	☐	☐
h. Administer discipline fairly	☐	☐	☐	☐	☐
i. Point out the importance of the tasks you were learning to the Army	☐	☐	☐	☐	☐

9. Compared to what I expected life in the Army to be, Army life is actually (Mark only one.)

☐ Much better
☐ Better
☐ About the same
☐ Worse
☐ Much worse

10. For me, at this time, the Army is the best of all places to work. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

11. I find that my values and the Army's values are very similar. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

IV. Army Performance Goals

12. How important is each of the following to you personally? Indicate how important each goal is for you by blackening one of the four possible answers: *Very Important, Important, Not Very Important, Not at all Important.*

	Very Important	Important	Not Very Important	Not at all Important
a. Exhibiting excellent military bearing and appearance	☐	☐	☐	☐
b. Being an excellent all-around soldier	☐	☐	☐	☐
c. Being an outstanding leader	☐	☐	☐	☐
d. Maintaining high moral standards both on-duty and off-duty	☐	☐	☐	☐
e. Building and maintaining physical fitness and stamina	☐	☐	☐	☐
f. Being honest, open, and truthful	☐	☐	☐	☐
g. Dedicating yourself to learning your MOS job and doing it well	☐	☐	☐	☐
h. Committing yourself to working as an effective member of a team	☐	☐	☐	☐
i. Being disciplined and courageous in battle	☐	☐	☐	☐
j. Being committed to the Army's way of life	☐	☐	☐	☐

V. Comparison of Military and Civilian Life

13. Below is a list of items for comparing Army life and civilian life. For each item, please tell us whether you think that it would be better in Army life, in civilian life, or about the same in either one. (Mark one answer for each item.)

	Army Much Better	Army Somewhat Better	Both About the Same	Civilian Somewhat Better	Civilian Much Better
a. Chance for adventure	☐	☐	☐	☐	☐
b. Promotion opportunities	☐	☐	☐	☐	☐
c. Good supervisors	☐	☐	☐	☐	☐
d. Opportunity for a stable home life	☐	☐	☐	☐	☐
e. Personal freedom	☐	☐	☐	☐	☐
f. Development of community ties	☐	☐	☐	☐	☐
g. Recreation opportunities	☐	☐	☐	☐	☐
h. Credit for doing a good job	☐	☐	☐	☐	☐
i. Chance to do something for your country	☐	☐	☐	☐	☐
j. Opportunity to learn valuable trade or skill	☐	☐	☐	☐	☐
k. Job security (in other words, a steady job)	☐	☐	☐	☐	☐
l. Good income	☐	☐	☐	☐	☐
m. Overall support services for family life	☐	☐	☐	☐	☐
n. Enjoying your work	☐	☐	☐	☐	☐
o. Adequate retirement benefits	☐	☐	☐	☐	☐
p. Good environment for rearing children	☐	☐	☐	☐	☐
q. Opportunities for making friends	☐	☐	☐	☐	☐
r. Separations from family and friends	☐	☐	☐	☐	☐

VI. Future Plans in the Military

14. Which of the following best describes your career intentions at the present time? (Mark only one.)
- ☐ I will stay in the Army until retirement.
 - ☐ I will reenlist upon completion of my present obligation but am undecided about staying until retirement.
 - ☐ I am undecided about whether or not I will reenlist.
 - ☐ I will probably leave the Army upon completion of my present obligation.
 - ☐ I will definitely leave the Army upon completion of my present obligation.
 - ☐ I probably will not complete this tour.

15. How important is each of the following to you personally? Indicate how important each item is for you by blackening one of the four possible answers *Very Important, Important, Not Very Important, Not at all Important.*

	Very Important	Important	Not Very Important	Not at all Important
a. Being successful in my line of work	☐	☐	☐	☐
b. Finding the right person to marry	☐	☐	☐	☐
c. Having lots of money ...	☐	☐	☐	☐
d. Having strong friendships	☐	☐	☐	☐
e. Being a leader in my community	☐	☐	☐	☐
f. Living close to parents and relatives	☐	☐	☐	☐
g. Having children	☐	☐	☐	☐
h. Having leisure time to enjoy my own interests ..	☐	☐	☐	☐
i. Having time to spend with my family	☐	☐	☐	☐

VII. Readiness

16. In the past year, how often were you ill? (Mark only one.)
- ☐ Very often
 - ☐ Often
 - ☐ Sometimes
 - ☐ Seldom
 - ☐ Very seldom or never

17. In the past year, how often did you feel physically fit? (Mark only one.)
- ☐ Very often or always
 - ☐ Often
 - ☐ Sometimes
 - ☐ Seldom
 - ☐ Very seldom or never

18. If we were to go to war today, I would be ready to do a good job. (Mark only one.)
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree

19. If we were to go to war today, my classmates would be ready to do a good job. (Mark only one.)
- ☐ Strongly agree
 - ☐ Agree
 - ☐ Disagree
 - ☐ Strongly disagree

20. How well has your training prepared you to do your MOS tasks during a war in which the enemy uses nuclear weapons, biological or chemical agents, or conventional weapons? (Mark one answer for each item.)

	Very Well	Well	Poorly	Very Poorly
a. Nuclear weapons	☐	☐	☐	☐
b. Biological agents	☐	☐	☐	☐
c. Chemical agents	☐	☐	☐	☐
d. Conventional weapons	☐	☐	☐	☐

VIII. Use of Army Support Services

21. Please indicate how much you agree or disagree with each of the following statements. Blacken one of the four possible answers: *Strongly Agree, Agree, Disagree, Strongly Disagree.*

	Strongly Agree	Agree	Disagree	Strongly Disagree
a. I have not needed any Army services or programs for family or personal problems	☐	☐	☐	☐
b. Army service personnel would be of little help in solving a family or personal problem	☐	☐	☐	☐
c. A soldier should seek outside help from on-post services only as a last resort	☐	☐	☐	☐
d. Family problems should be settled in the home without outside help	☐	☐	☐	☐

22. If you had a major family or personal problem, how likely would you be to consult each of the following? Blacken one of the four possible answers: *Very Likely, Likely, Unlikely, Very Unlikely.*

	Very Likely	Likely	Unlikely	Very Unlikely
a. Friends in your unit	☐	☐	☐	☐
b. Friends from hometown	☐	☐	☐	☐
c. Parents or other relatives	☐	☐	☐	☐
d. Chaplain	☐	☐	☐	☐
e. NCO supervisors	☐	☐	☐	☐
f. Officer supervisors	☐	☐	☐	☐
g. Army post social service personnel	☐	☐	☐	☐
h. Off-post social service personnel	☐	☐	☐	☐
i. Army post social service personnel	☐	☐	☐	☐

IX. Attitudes Toward Family Life

23. How much do you agree or disagree with these statements about family life? Blacken one of the four possible answers: *Strongly Agree, Agree, Disagree, Strongly Disagree.*

	Strongly Agree	Agree	Disagree	Strongly Disagree
a. A person can have just as good a married life in the Army as in civilian life	☐	☐	☐	☐
b. The Army is very responsive to family needs	☐	☐	☐	☐
c. Female enlisted personnel should not stay in the Army after they get married	☐	☐	☐	☐
d. The Army is a good place to raise children	☐	☐	☐	☐
e. Families should accept the demands of Army life	☐	☐	☐	☐
f. When family needs conflict with Army needs, the family comes first	☐	☐	☐	☐
g. A family can gain much by staying with the Army indefinitely	☐	☐	☐	☐
h. A marriage is incomplete without children	☐	☐	☐	☐
i. If a married woman wants to work, she should work even if her husband doesn't particularly want her to work	☐	☐	☐	☐
j. A woman's primary responsibility is to take care of the home and children	☐	☐	☐	☐

24. Which of the following describes your current relationship status? (Mark only one.)

☐ Married (first marriage)

☐ Remarried

If you marked one of these two answers, skip to Question 33 on page 9.

☐ Single with no children or without custody of children

☐ Single parent with custody

If you marked one of these two answers, continue with Question 25.

25. Have you ever been divorced or widowed?
(Mark only one.)

- ☐ Yes
- ☐ No

26. When do you think you will get married (or remarried)?
(Mark only one.)

- ☐ In less than one year
- ☐ 1 year from now
- ☐ 2 years from now
- ☐ 3 years from now
- ☐ 4 years from now
- ☐ 5 or more years from now
- ☐ Don't know
- ☐ I don't plan on getting married (or remarried)

27. Are you now engaged or significantly involved in a relationship with someone? In other words, is there a "special person" in your life right now?

☐ Yes → If you marked Yes, continue with Question 28.

☐ No → If you marked No, skip to Question 33 on page 9.

28. How often have you discussed marriage with this special person? (Mark only one.)

- ☐ Very often
- ☐ Often
- ☐ Occasionally
- ☐ Infrequently
- ☐ Never

29. How supportive is this special person of your being in the the Army now? (Mark only one.)

- ☐ Extremely supportive
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Slightly supportive
- ☐ Not at all supportive

30. How supportive is this special person of your making a career of the Army? (Mark only one.)

- ☐ Extremely supportive
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Slightly supportive
- ☐ Not at all supportive

31. How many times in the last month have you written or talked to this special person? (Mark only one.)

- ☐ Daily
- ☐ Several times per week
- ☐ Weekly
- ☐ Several times in last month
- ☐ Only once in last month
- ☐ Not at all in last month

32. How often do you feel your relationship with him/her is going well? (Mark only one.)

- ☐ All of the time
- ☐ Most of the time
- ☐ More often than not
- ☐ Occasionally
- ☐ Rarely
- ☐ Never

X. Children

33. How many children do you have legal custody of?
(Do NOT count any children for whom you don't have legal custody.)

☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6 or more

If you marked one of these answers,
continue with Question 34.

☐ None

NOTE:

IF YOU ARE MARRIED AND HAVE NO CHILDREN IN YOUR LEGAL CUSTODY, SKIP TO QUESTION 36.

IF YOU ARE SINGLE AND HAVE NO CHILDREN IN YOUR LEGAL CUSTODY, DO NOT COMPLETE THE REMAINDER OF THIS SURVEY. THANK YOU FOR YOUR COOPERATION.

34. What is the age of the youngest child in your legal custody?

- ☐ If the youngest child in your legal custody is less than one year old, mark here and do not fill out the grid below

Age in Years
Of Youngest Child

Print the number
in the boxes

Then, mark the
matching oval
below each box

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

For example, if your child is 6 years old, print "06" in the boxes and blacken the matching ovals.

35. Did your child(ren) accompany you to your AIT training location? (Mark only one.)

☐ Yes
☐ No

XI. Expectations of Military Life for Families

(This section is only for single soldiers with children and married soldiers with or without children.)

Please Note: Whenever the word "family" appears in the remaining questions, it is intended to mean your spouse and/or your children, NOT your parents and/or brothers/sisters.

36. My spouse and/or children would be better off if I had taken a civilian job. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

37. My spouse and/or children would have a lot of difficulty adjusting if I had to respond to a short-term emergency such as a mobilization exercise. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

38. My spouse and/or children would have a lot of difficulty adjusting if I had to leave home for a long time such as on a unit deployment. (Mark only one.)

☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

39. How satisfied do you think you will be in the Army with the following? Indicate how satisfied you think you will be with each item by blackening one of the four possible answers: *Very Satisfied, Fairly Satisfied, Fairly Dissatisfied, Very Dissatisfied.*

	Very Satisfied	Fairly Satisfied	Fairly Dissatisfied	Very Dissatisfied
a. Army attitudes toward families and family problems	☐	☐	☐	☐
b. Time available to spend with family	☐	☐	☐	☐
c. Availability of medical care for families	☐	☐	☐	☐
d. Quality of schools for children	☐	☐	☐	☐
e. Attitudes of local residents toward military families	☐	☐	☐	☐
f. Family togetherness and well-being	☐	☐	☐	☐
g. Availability of quality child care facilities	☐	☐	☐	☐
h. Availability of employment opportunity for spouse	☐	☐	☐	☐

(If this does not apply since you are not married, mark here ☐).

NOTE:

IF YOU ARE NOT MARRIED, DO NOT COMPLETE THE REMAINDER OF THIS SURVEY. THANK YOU FOR YOUR COOPERATION.

IF YOU ARE MARRIED, PLEASE COMPLETE THE REMAINDER OF THIS SURVEY.

XII. Spouse (Married Soldiers)

40. How many years have you and your current spouse been married to each other? (If less than one year, mark here ☐)

Print the number in the boxes →

--	--

Then, mark the matching oval below each box →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

41. Please answer the following questions regarding your spouse (Mark one answer for each question)

	Yes	No
a. Is your spouse now on active duty in the military?	☐	☐
b. Is your spouse a civilian employee of the Federal government?	☐	☐
c. Does your spouse have a full-time job for pay? (35 hours per week or more)	☐	☐
d. Does your spouse have a part-time job for pay? (less than 35 hours per week)	☐	☐
e. Does your spouse do volunteer work?	☐	☐
f. Is your spouse looking for a (another) job?	☐	☐
g. Is your spouse attending school full-time?	☐	☐
h. Is your spouse attending school part-time?	☐	☐

42. What is your spouse's age?

Print the number in the boxes →

--	--

Then, mark the matching oval below each box →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

43. What is your spouse's highest level of education? (Mark only one.)

- ☐ Less than high school (1-8 years)
- ☐ Some high school but did not graduate
- ☐ GED
- ☐ Certificate of high school completion/attendance
- ☐ Graduated from high school
- ☐ Some college but did not graduate
- ☐ 2 year college degree
- ☐ 4 year college degree
- ☐ Graduate degree
- ☐ Other (for example, vocational, technical, business, or secretarial school)

44. Did your spouse accompany you to your AIT training location? (Mark only one.)

- ☐ Yes
- ☐ No

45. How supportive is your spouse of your being in the Army now? (Mark only one.)

- ☐ Extremely supportive
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Slightly supportive
- ☐ Not at all supportive

46. How supportive is your spouse of your making a career of the Army? (Mark only one.)

- ☐ Extremely supportive
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Slightly supportive
- ☐ Not at all supportive

47. How often do you feel your relationship with your spouse is going well? (Mark only one.)

- ☐ All of the time
- ☐ Most of the time
- ☐ More often than not
- ☐ Occasionally
- ☐ Rarely
- ☐ Never

48. To what extent do you consider your family (your spouse and/or children) a strong family? (Mark only one.)

- ☐ Very great extent
- ☐ Great extent
- ☐ Some extent
- ☐ Little extent
- ☐ Very little extent

**THANK YOU FOR YOUR COOPERATION
IN COMPLETING THIS SURVEY.**



Appendix E
Final Version of Administration Instructions

THE ARMY FAMILY RESEARCH PROGRAM
SURVEY OF AIT GRADUATES

Administration Instructions

1. READ TO THE CLASS:

"Our final task today (tonight) is to fill out a short survey questionnaire. This is a survey for the Army Family Research Program, a project that is not associated with the ratings and tests you have just completed. This Program is sponsored by the Army Community and Family Support Center and it is being conducted by the Army Research Institute. The research is designed to address the major issues in the Army Family Action Plan and to assist the Army in designing future policies and programs that will help to strengthen families and will contribute to overall Army retention and readiness."

2. PASS OUT THE QUESTIONNAIRE

3. HAVE TRAINEES PRINT THEIR NAMES IN THE SPACE PROVIDED (LAST NAME FIRST)

4. READ TO THE CLASS:

"Please follow along as I read the first paragraph on the front page of this survey."

"The purpose of this survey is to provide you with the opportunity to tell us what you think of the Army so far, and what expectations you have for your life in the Military. The survey focuses on family matters and how Army programs and services may affect you and your family. One or more follow-up surveys may be administered to you in the future in order to find out what changes have occurred to you and your family."

5. READ TO THE CLASS:

"Please follow along again as I read the MARKING DIRECTIONS in the box in the lower left corner of the questionnaire."

"Use only a No. 2 black lead pencil. Do NOT use a ballpoint or felt-tip pen. Read each question carefully. Make a HEAVY BLACK MARK in the oval that corresponds to your answer. Be sure to FILL THE OVAL. Please do not make any other marks on the page. Erase cleanly any answer you wish to change. Notice the examples of the correct and incorrect ways to mark your answers."

"Now print your Social Security Number in the boxes provided, and blacken the matching oval under each number."

6. WHEN EVERYONE HAS COMPLETED FILLING OUT THEIR SSN, READ TO THE CLASS:

"Please take a moment to read the PROTECTION OF PRIVACY box in the middle of the front page. Then, turn the page and go right ahead and start working on the questionnaire. This is not a timed test and there are no right or wrong answers. For each question, please just give your honest opinion. The results of this survey are needed to improve the Army's family programs. It will probably take less than 30 minutes for you to complete the questionnaire."

"One important instruction: There are several questions in this survey where, depending on what your answer is, you may be told to skip a section of the survey. For example, on one question, if you answer that you have no children in your legal custody, you will be told to skip the section of questions about children. When you get to one of these questions, first ANSWER THE QUESTION. Then CAREFULLY READ THE DIRECTIONS about where to go next.

[Ask if everyone knows what the term "legal custody" means. Just to be on the safe side, define it for them (e.g., children living with you are in your legal custody, as opposed to children living with an ex-spouse). Note: Soldiers may, of course, have children "in their legal custody" even though they aren't living with them at this moment, because they're in training.]

"If you have any questions as you go through the survey, about directions or about what something means, please raise your hand and I'll be happy to help you. You may begin."

7. MONITOR SOLDIERS AS USUAL, LOOKING FOR INCORRECT RESPONDING AND ANSWERING ANY QUESTIONS.
8. WHEN SOLDIERS HAVE FINISHED THEIR SURVEYS, HAVE THEM CHECK (OR YOU CHECK) TO BE SURE THEY ANSWERED QUESTIONS 24 AND 33. UNDER NO CIRCUMSTANCES SHOULD EITHER OF THESE TWO QUESTIONS BE LEFT BLANK. IF EITHER OF THESE IS BLANK, THE SURVEY CANNOT BE PROCESSED ACCURATELY.
9. WHEN YOU'RE SURE EVERYONE HAS ITEMS 24 AND 33 FILLED IN CORRECTLY, HAVE SOLDIERS PLACE THE SURVEY IN THEIR EOT ENVELOPES, ALONG WITH THE PROJECT A FORMS. END SESSION AS USUAL.